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ABSTRACT

The report presents the results of a 1973-74 survey conducted by the Ontario Ministry of Labor to identify the characteristics of low-wage workers in Ontario. Its primary purpose is to discuss the survey methodology and present some of the main characteristics of low-wage earners and of the labor market. The data source was the Master Registration Form 701 E, completed by each registrant at a Canada manpower center, which recorded personal data (age, sex, and marital status) and labor market data (occupation at last job, present employment status, type of work desired, etc.). Data are tabulated and analyzed, and findings presented. Two main personal characteristics of the work force were that a clear majority were female, and that a majority were under age 25. In terms of labor force characteristics, more low-wage registrants were employed in clerical and related occupations than in any other. Service and sales occupations also reported significant numbers of low-wage earners. Over 70 percent of the low-wage registrants were employed in their last job for one year or less. Listings of regions encompassed and the manpower centers included in the survey are appended. (MW)

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CHARACTERISTICS OF LOW-WAGE WORKERS IN ONTARIO

Number 7

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RESEARCH BRANCH

ONTARIO MINISTRY OF LABOUR

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INTRODUCTION

This report presents the results of a recent survey conducted by the Research Branch of the Ontario Ministry of Labour to indentify the characteristics of low-wage workers in Ontario.[1] Information is presented on both the personal and labour market characteristics of these persons.

The study was undertaken to fill a gap that exists in current labour market information, and also, to aid the Ministry of Labour in designing more effective employment standards legislation; particularly in the area of minimum wages. Information on the characteristics of low-wage earners is essential to the analysis of at least three aspects of Ontario's minimum wage programme. First, the availability of this data permits an assessment of the social implications of possible negative employment effects resulting from minimum wage increases. Second, this information complements existing data in addressing the question as to whether minimum wage earnings can supply a person with his/her basic needs. Finally, knowledge of the characteristics of low-wage earners allows comparisons of minimum wage earnings with income obtained from various social security measures.

However, the report makes no attempt to relate the survey results to the above policy questions. As an introductory report on the information collected, its primary purpose is to discuss the survey methodology and present some of the main characteristics of low-wage earners are presented in the last two sections of the report respectively, but first, the scope and methodology of the survey are discussed.

SCOPE AND METHODOLOGY

The source of information for determining the charactersitics of low-wage earners was the Master Registration Form 701 E, (see appendix) completed by each registrant at a Canada Manpower Centre.[2] This form records personal data, such as age, sex and marital status, as well as labour market data, for example, occupation of last job, present employment status, and type of work desired. No information was collected which would later reveal the identification of any registrant.

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1 The survey was carried out during the months of November 1973 to March 1974.

2 The Ontario Ministry of Labour acknowledges the excellent co-operation and assistance from the Canada Department of Manpower and Immigration, Ontario Region, without which the survey would not have been possible.

At each Canada Manpower Centre selected in the sample, all active 701 E forms were reviewed and information was recorded on those registrants who were identified as low-wage earners. In order to be classified as a low-wage earner, the registrant had to meet one of two eligibility criteria. First, the registrant had to have earned (or be earning) $2.50 per hour or less or $100.00 per week or less in his/her last job (or present job). The criteria of $100.00 per week or less applied only to full-time employment, whereas the $2.50 or less criteria applied to all types of employment. If the selection was based on the registrant's last job, that job had to have terminated after February 1, 1973. On this date the minimum wage was raised to $1.80 per hour in Ontario. Registrants who had earned in excess of $2.50 per hour since February 1, 1973 were not included in the survey.

For registrants who had not worked since February 1, 1973, an alternative criterion for selection as a low-wage earner was applied. Information was gathered on these registrants if they indicated a willingness to work for $2.50 per hour or less, or for $100.00 per week or less. This information was provided in question 26A on the 701 E registration form. Examples of types of registrants included under the second criterion would be persons re-entering the labour force, recent immigrants, and recent school leavers.

A sample of Canada Manpower Centres in Ontario was chosen as opposed to a sample of registrants at each Centre. In order to select a representative sample, all Canada Manpower Centres were divided into geographic regions and client size categories.[3] The client size categories were as follows:

Category	Client Size (Number of Clients without employment)
1	0-999
2	1000-4999
3	5000 and over

The distribution of Canada Manpower Centres by client size category and region is given in the following table. The sample size is indicated in brackets. As will be noted, all Canada Manpower Centres in client size category 3 were selected in the sample.

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[3] A list of the five geographic regions and their encompassing counties is given in Appendix A.

TABLE 1

Numbers of Canada Manpower Centres in Ontario and Numbers Sampled*
By Client Size Category and Region

Client Size Category	Region					
	Eastern	Central	Mid-Western	Western	Northern	Total
1	10 (3)	0 (0)	4 (1)	3 (1)	6 (2)	23 (7)
2	9 (3)	3 (1)	6 (2)	4 (1)	12 (4)	34 (11)
3	1 (1)	2 (2)	3 (3)	2 (2)	2 (2)	10 (10)
Total	20 (7)	5 (3)	13 (6)	9 (4)	20 (8)	67 (28)

*Sample size in brackets.

In the above table, Metropolitan Toronto and Thunder Bay were each counted as one unit although Metropolitan Toronto has seven Centres and Thunder Bay has two Centres. A total of 35 Centres (including all those in Toronto and Thunder Bay) were chosen out of 74 possible Canada Manpower. Expanded sample data provides information on 68,409 low-wage earners in the province. This represents approximately 32 per cent of the total active Canada Manpower Clients in the province during the period of the survey.

For the purpose of identifying characteristics of low-wage earners, this survey has two limitations. It has to be assumed that low-wage registrants at Canada Manpower Centres are representative of all low-wage earners. Since the vast majority of clients at the Canada Manpower Centres are unemployed, it has to be assumed that the characteristics of unemployed low-wage persons are similar to the characteristics of employed low-wage persons.[4] If this is not the case, then the survey may be slightly biased towards those low-wage earners that have a higher turnover rate. Also, it has to be assumed that unemployed low-wage registrants at Canada Manpower Centres do not possess any systematic differences when compared to the total unemployed low-wage population.

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[4]Over 93 per cent of the low-wage Canada Manpower registrants on which data was collected were unemployed at the time of the survey.

A second limitation is that the identification of characteristics depends on the wording of the registration form questions and the interpretation of those questions by the registrant. For example, the response to question 12 on number of dependents could be interpreted in various ways depending on the family situation of the individual. That is, depending on whether the registrant viewed himself/herself as a primary or secondary wage earner.

The findings presented in this report are intended to indicate only the general characteristics of the low-wage registrants. Most of the following tables give simple two-way classifications, e.g. age by sex. For certain analytical purposes, it would be important to cross-tabulate the data in finer detail. However, since the requirements for more intricate cross-tabulations would depend upon the specific questions being examined, more detailed tabulations will await further analytical work undertaken by the Research Branch or supplied at the request of other users of these data.

A comment is necessary on the presentation of the tables in this report. The percentages given in the tables are based on the total responses to a specific item on the registration form. That is, registrants who did not provide the particular information were omitted from the percentage calculations. A footnote at the bottom of each table refers to the percentage of the total low-wage registrants for whom the specific information was not available. Further, the percentages in the tables may not add up to 100.0 per cent due to rounding.

PERSONAL CHARACTERISTICS

This section discusses the personal characteristics of the low-wage registrants at Canada Manpower Centres. The characteristics to be discussed are as follows: sex; age; marital status; number of dependents; education; citizenship status and language spoken. Where possible, comparisons are made with the total Ontario labour force.

A better understanding of the following data presentation can be obtained by looking at the type of last job of the low-wage registrants. Since the main criteria for selection as a low-wage earner was the wage rate on the last job, this overview is particularly important. Table 2 shows the distribution of low-wage registrants by type of last job and sex.

Four-fifths of the low-wage registrants were employed full-time in their last job. Another 8.8 per cent were included under 'other' which refers to such employment types as temporary

and seasonal.[5] Only 6.3 per cent were students.

TABLE 2

Percentage Distribution of Low-Wage Registrants
By Type of Last Job and Sex, Ontario.*

Type of Last Job	Sex		
	Male	Female	Total
Full-time non-student	78.2	81.2	80.2
Part-time non-student	4.0	4.9	4.6
Summer student	6.7	3.0	4.1
Part-time student	3.0	1.8	2.2
Other	8.1	9.1	8.8
Total	100.0	100.0	99.9

* For 5.1 per cent of the low-wage registrants this information was either not available or not applicable.

Sex and Age

Published information on wage rates show that females tend to earn lower hourly wage rates than males. For example, in a recent study of low-wage industries undertaken by the Research Branch of the Ontario Ministry of Labour, the average straight-time hourly wage rate was $3.07 per hour for males and $2.25 per hour for females.[6] Since the numbers of males and females in these industries are approximately equal, females must make up a greater proportion of low-wage earners.

The survey of low-wage registrants at Canada Manpower Centres provides similar information. Of the 68,409 low-wage registrants, 68.6 per cent were female. When compared to the sex distribution of the Ontario labour force, it appears that a disproportionate number of females are among the low-wage

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[5] Some seasonal employment has also been recorded under the category of full-time non-student.

[6] Wages, Hours of Work and Overtime Pay Provisions in Selected Industries, Ontario August 1973, Research Branch, Ontario Ministry of Labour, March 1974.

earners. In January 1974, the middle of the survey period, only 35.8 per cent of Ontario's labour force was female.[7]

Primarily as a result of lack of employment experience, it would be expected that young workers would be concentrated among the low-wage earners. As shown in Table 3, this was confirmed by the study. Of the total low-wage earners registered at Canada Manpower Centres, 54.6 per cent were under 25 years of age.

TABLE 3

Percentage Distribution of Low-Wage Registrants
By Sex and Age, Ontario.*

Sex	Age						
	13 -19	20 -24	25 -34	35 -44	45 -54	55 and Over	Total
Male	42.5	25.2	12.5	5.4	5.2	9.2	100.0
Female	24.7	24.0	18.7	13.8	12.0	6.8	100.0
TOTAL	30.3	24.3	16.8	11.2	9.9	7.5	100.0

*For 0.5 per cent of the low-wage registrants information was not available on either sex or age.

Low-wage males were heavily concentrated in the 13-19 age category. In fact, 42.5 per cent of all males were in this age category as compared to 24.7 per cent of the females. The age group of under 25 years represented 67.7 per cent of the males and 48.7 per cent of the females. A large proportion of males (9.2 per cent) were also found in the 55 years and over age category.

In comparison with the age distribution of the Ontario labour force, youth appears to be over-represented among low-wage earners. Table 4 gives the sex-age distribution of the Ontario labour force in January 1974. As shown in the table, only 23.6 per cent of the labour force was under 25 years of age compared with 54.6 per cent of the low-wage Canada Manpower registrants. Further, 12.8 per cent of the Ontario labour force is 55 years old or over compared to 7.5 per cent of the low-wage earners.

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[7] The Labour Force, Statistics Canada, Ottawa, Cat. No. 71-001.

TABLE 4

Percentage Distribution of the Ontario Labour Force
By Sex and Age, Ontario, January 1974.

Sex	Age						
	15 -19	20 -24	25 -34	35 -44	45 -54	55 and Over	Total
Male	8.4	12.2	24.9	21.1	19.3	14.0	99.9
Female	12.4	16.6	23.7	18.5	18.3	10.5	100.0
TOTAL	9.8	13.8	24.4	20.2	19.0	12.8	100.0

Source: Percentages were calculated from unpublished tables on the labour force provided by Statistics Canada.

Marital Status and Number of Dependents

The adequacy of low-wage earnings depend to a large extent on the financial obligations of the individual. A major financial responsibility is the support of a family. In Table 5, the marital status of low-wage CMC registrants is given. Overall, 47.4 per cent of the low-wage earners were single. This is likely correlated with the large percentage of young workers among this group (see Table 6). Readily apparent are the sex differentials related to this variable. Among males, 73.3 per cent were single which contrasts with females, of whom only 35.6 per cent were single. Married females accounted for 56.0 per cent of all female low-wage registrants and for 38.5 per cent of the total low-wage earners.

Data on the distribution of the labour force by marital status can be obtained from the 1971 Census of Canada.[8] From this source, it was determined that 25.9 per cent of the labour force participants were single. Another 69.8 per cent were either married or separated (see Table 7).

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[8] Advance Bulletin, Census of Canada, Statistics Canada, Cat. No. 94-785.

TABLE 5

Percentage Distribution of Low-Wage Registrants
By Sex and Marital Status, Ontario.*

Sex	Marital Status			
	Single	Married	Other	Total
Male	73.3	22.5	4.2	100.0
Female	35.6	56.0	8.4	100.0
TOTAL	47.4	45.5	7.1	100.0

*For 0.6 per cent of the low-wage registrants information was not available on either sex or marital status.

TABLE 6

Percentage Distribution of Low-Wage Registrants
By Age and Marital Status, Ontario.*

Age	Marital Status			
	Single	Married	Other	Total
13-19	88.1	10.5	1.4	100.0
20-24	56.2	39.4	4.4	100.0
25-34	24.0	67.3	8.7	100.0
35-44	10.0	77.3	12.7	100.0
45-54	9.9	76.5	13.6	100.0
55 and over	10.7	70.5	18.7	99.9
TOTAL	47.4	45.5	7.1	100.0

*For 1.0 per cent of the low-wage registrants information was not available on either age or marital status.

TABLE 7

Percentage Distribution of the Labour Force
By Sex and Marital Status, Ontario, 1971.*

Sex	Marital Status			
	Single	Married (including separated)	Widowed or Divorced	Total
Male	24.3	73.4	2.3	100.0
Female	28.6	63.4	8.0	100.0
TOTAL	25.9	69.8	4.3	100.0

*Source: Advance Bulletin, Census of Canada, Statistics Canada, Cat. No. 94-785.

Although approximately half of the low-wage registrants were married, this provides little information on the extent of family responsibility. In order to obtain a more complete picture of family responsibility, data was gathered on the number of dependents for which each registrant was responsible. In Table 8 married low-wage registrants are distributed by sex and number of dependents.

TABLE 8

Percentage Distribution of Married Low-Wage Registrants
By Sex and Number of Dependents, Ontario.*

Sex	Number of Dependents					
	None	1	2	3	4 or more	Total
Male	31.3	41.2	1.8	12.6	13.0	99.9
Female	75.4	12.6	2.3	5.3	4.3	99.9
TOTAL	69.3	16.3	2.2	6.4	5.5	99.7

*For 0.4 per cent of the married low-wage registrants, information was not available on either sex or number of dependents.

A word of explanation is necessary regarding the data on number of dependents. It is difficult to determine family sizes from the available data since registrants may have perceived the question differently. For example, a married woman with two children may have reported no dependents if she did not see herself as the primary provider for their welfare. On the other hand, she may have reported two dependents. Further, the number of dependents cannot be assumed to be equal to the number of children, as dependents may include spouse, parent, etc.

Interestingly, 69.3 per cent of the married persons reported no dependents. This was particularly the case among married females, of whom 75.4 per cent reported no dependents. A large proportion of married males (31.3 per cent) also reported no dependents. A further 41.2 per cent of the married males reported having one dependent. Finally, about one out of every four married males reported three or more dependents. However, this represented only 1.5 per cent of the total low-wage registrants.

Education

Low wages are often the result of either a low level of educational attainment or a lack of labour market experience. This section examines the educational attainment of low-wage registrants at Canada Manpower Centres. The tables refer only to the level of Canadian education achieved. No attempt was made to convert foreign education achievement into a Canadian equivalent. That is, where foreign education was recorded on the 701 E form no information was collected on level of education.

In Table 9 low-wage registrants are distributed by sex and level of formal Canadian education. The majority of low-wage registrants had some high school education, with the largest percentage (23.9 per cent) having a Grade 10 education. A significant proportion of registrants (17.4 per cent) had only a public school education or less. Further, 6.5 per cent of the low-wage registrants attended either college or university.

When analysed by sex, some differences appear. Males had a larger proportion of low-wage registrants with a public school education or less, and also, had a slightly higher percentage who attended college or university. Females, on the other hand, had a higher proportion who completed either Grade 12 or 13.

TABLE 9

Percentage Distribution of Low-Wage Registrants
By Level of Formal Canadian Education and Sex, Ontario.*

Level of Education[1]	Sex		
	Male	Female	Total
Grade 7 or less	6.9	3.3	4.5
Grade 8	14.6	12.1	12.9
Grade 9	17.1	11.5	13.4
Grade 10	23.5	24.0	23.9
Grade 11	12.3	13.8	13.3
Grade 12	14.0	21.7	19.1
Grade 13	2.7	4.0	3.6
Technical or Commercial	1.6	3.5	2.8
College or University[2]	7.2	6.1	6.5
TOTAL	99.9	100.0	100.0

*For 2.1 per cent of the low-wage registrants information was not available on either sex or level of education.

[1]Not included are a small percentage of registrants who recorded 'other' under level of education.

[2]Does not necessarily mean graduation from a college or university but simply attendance.

As may be expected, the educational attainment of low-wage registrants also varies by age, as is revealed in Table 10. For example, only 7.0 per cent of those in the 13-19 age category had the equivalent of a Grade 8 education or less, compared to 51.3 per cent of those in the 55 years old and over category. Conversely, 20.8 per cent of those low-wage registrants in the youngest age category had the equivalent of a Grade 12 level education compared with 8.4 per cent in the eldest age category.

TABLE 10

Percentage Distribution of Low-Wage Registrants
By Level of Formal Canadian Education and Age, Ontario.*

Level of Education[1]	Age						
	13 -19	20 -24	25 -34	35 -44	45 -54	55 and Over	Total
Grade 7 or less	1.1	1.5	6.0	11.0	11.0	12.7	4.5
Grade 8	5.9	5.0	14.7	22.5	31.8	38.6	12.9
Grade 9	18.4	9.5	12.7	13.4	10.6	7.4	13.4
Grade 10	30.3	20.0	22.5	22.7	18.8	16.9	23.9
Grade 11	17.2	12.2	11.5	10.7	11.2	8.4	13.3
Grade 12	20.8	26.8	16.9	12.0	9.3	8.4	19.1
Grade 13	3.5	5.7	1.7	2.2	2.1	3.5	3.6
Technical or Commercial	1.2	3.7	5.3	3.1	2.5	2.4	2.8
College or University[2]	1.6	15.6	8.7	2.5	2.7	1.8	6.5
TOTAL	100.0	100.0	100.0	100.1	100.0	100.1	100.0

*For 2.5 per cent of the low-wage registrants information was not available on either age or level of education.

[1]Not included are a small percentage of registrants who recorded 'other' under level of education.

[2]Does not necessarily mean graduation from a college or university but simply attendance.

In order to determine how the educational distribution of low-wage registrants compares with that of the total Ontario labour force, reference can be made to the 1971 Census of Canada. As shown in Table 11, approximately one-third of the labour force has an educational attainment of Grades 9-11. This compares with 50.6 per cent of the low-wage registrants. At the lower end of the educational spectrum, 24.3 per cent of the labour force had a Grade 8 education or less compared to 17.4 per cent of the low-wage registrants. Part of the explanation for the higher levels

of education for the low-wage registrants may be the large proportion of youth among this group.

TABLE 11

Percentage Distribution of Labour Force
By Sex and Level of Schooling, Ontario, 1971.*

Sex	Level of Schooling					
	Less than Grade 5	Grades 5-8	Grades 9-11	Grades 12-13	Some or Completed University	Total
Male	3.3	23.8	32.6	24.5	15.8	100.0
Female	2.8	16.4	33.9	35.0	11.9	100.0
TOTAL	3.2	21.1	33.0	28.3	14.3	99.9

*Source: Advance Bulletin, Census of Canada, Statistics Canada, Cat. No. 94-786.

Citizenship Status

A popular opinion is that most low-wage jobs in the province are taken by recent immigrants. Registrations at Canada Manpower Centres are likely a good source for determining the extent of non-Canadians among low-wage earners. The Department of Manpower and Immigration through the Canada Manpower Centres provides the immigrant with assistance in finding his/her first job and possible financial assistance if necessary. Since the recent immigrant has an initial contact with Canada Manpower Centres, he/she will likely register at a Centre during future job search activities.

Where possible, information was gathered on citizenship status. As shown in Table 12, only 13.5 per cent of the low-wage registrants were not Canadian citizens. Some differences can be detected by sex as 15.0 per cent of the females and only 9.4 per cent of the males were not Canadians.

TABLE 12

Percentage Distribution of Low-Wage Registrants
By Sex and Citizenship Status, Ontario.*

Sex	Citizenship Status		
	Canadian	Non-Canadian	Total
Male	90.6	9.4	100.0
Female	85.0	15.0	100.0
TOTAL	86.5	13.5	100.0

*For 1.9 per cent of the low-wage registrants information was not available on sex or citizenship status.

In Table 13, low-wage registrants are distributed by age and citizenship status. Non-Canadians are somewhat older than Canadians. For example, 33.2 per cent of the Canadians were between the ages of 13 and 19 as compared to only 12.5 per cent of the non-Canadians. On the other hand, 30.8 per cent of the non-Canadians were between the ages of 25 and 34 compared to only 14.7 per cent of the Canadians.

TABLE 13

Percentage Distribution of Low-Wage Registrants
By Age and Citizenship Status, Ontario

Age	Citizenship Status		
	Canadian	Non-Canadian	Total
13-19	33.2	12.5	30.3
20-24	24.7	22.7	24.3
25-34	14.7	30.8	16.8
35-44	10.3	16.8	11.2
45-54	9.3	11.5	9.9
55 and over	7.8	5.8	7.5
TOTAL	100.0	100.1	100.0

*For 0.9 per cent of the low-wage registrants information was not available on either age or citizenship status.

Of further interest may be the language spoken by non-Canadian low-wage registrants. This information was available on the 701E registration form. As shown in Table 14, 34.1 per cent of the non-Canadians spoke English. The second most commonly spoken language was Italian, spoken by 19.2 per cent of the non-Canadian low-wage registrants. Unfortunately, data is not yet available from the 1971 Census of Canada which would permit a comparison between the above non-Canadians and those in the overall labour force.

TABLE 14

Percentage Distribution of Non-Canadian Low-Wage Registrants By Language Spoken, Ontario.*

Language Spoken[1]	Percentage of Non-Canadian Low-Wage Registrants
English	34.1
Italian	19.2
Greek	5.2
Indo-Pakistan Dialect	4.9
Portuguese	4.4
Other	32.2
TOTAL	100.0

*For 4.4 per cent of the non-Canadian low-wage registrants information was not available on language spoken.

[1]Does not mean that registrant does not speak English.

LABOUR MARKET CHARACTERISTICS

This section presents the information obtained on the labour market characteristics of low-wage registrants at Canada Manpower Centres. Although most of the section relates to the employment characteristics of the registrant's last job, information is also presented on other labour market variables such as type of work desired and wage required.

Occupation of Last Job

Low-wage registrants were distributed over a wide range of occupational groups on the basis of their most recent job. As shown in Table 15, four occupational groups each accounted for at least 10 per cent of the total low-wage registrants and two of those groups, clerical and related occupations and service occupations represented in excess of 20 per cent of the total. When the table is analysed by sex, notable differences appear. For example, 29.0 per cent of the females were employed at a clerical or related occupation on their last job compared to only 9.5 per cent of the males. Females were also more heavily represented in the service occupations than males. Males, however, dominated other occupational groupings, particularly construction and transportation equipment operating occupations.

TABLE 15

Percentage Distribution of Low-Wage Registrants By Occupation of Last Job and Sex, Ontario.*

Occupation	Sex		
	Male	Female	Total
Professional and Managerial	4.3	6.5	5.8
Clerical and Related	9.5	29.0	22.7
Sales	10.2	11.8	11.3
Service	18.9	25.7	23.6
Primary Industry	6.8	2.6	3.9
Processing	5.2	5.9	5.7
Machining, Product Fabricating, Assembling and Repair	10.2	10.9	10.7
Construction	12.7	-	4.0
Transportation Equipment Operating	5.7	-	1.9
Material Handling and Related	10.5	5.8	7.3
Other Crafts and Equipment Operating	6.0	1.9	3.2
TOTAL	100.0	100.0	100.1

*For 7.4 per cent of the low-wage registrants information on the occupation of last job and sex either unknown or not applicable.

In Table 16, low-wage registrants are distributed by occupation of last job and age. Younger low-wage registrants are more likely to be employed in material handling and related occupations and older registrants are more likely to be employed in processing occupations.

Unfortunately, insufficient published information is available on the occupational distribution of the Ontario labour force to permit useful comparisons with the survey results. At the time of writing, information was available on a national basis from the 1971 Census of Canada, but not by province.

TABLE 16

Percentage Distribution of Low-Wage Registrants By Occupation of Last Job and Age, Ontario.*

Occupation	Age						
	13 -19	20 -24	25 -34	35 -44	45 -54	55 and Over	Total
Professional and Managerial	3.9	8.3	8.4	4.5	3.6	4.1	5.8
Clerical and Related	19.3	28.8	26.1	21.0	18.9	15.2	22.7
Sales	13.8	10.5	7.2	10.5	11.4	15.0	11.3
Service	23.6	19.3	22.2	25.8	28.8	31.3	23.6
Primary Industry	3.1	2.1	3.7	5.0	6.4	8.1	3.9
Processing	4.8	3.9	5.1	8.0	7.9	9.4	5.7
Machining, Product Fabricating, Assembling and Repairing	10.7	10.7	12.7	12.4	8.7	5.4	10.7
Construction	5.5	4.1	3.2	2.1	3.6	2.8	4.0
Transportation Equipment Operating	1.8	1.9	1.8	2.0	1.6	2.7	1.9
Material Handling and Related	9.6	7.2	7.3	6.8	4.3	3.7	7.3
Other Crafts and Equipment Operating	3.9	3.2	2.2	2.0	4.8	2.3	3.2
TOTAL	100.0	100.0	99.9	100.1	100.0	100.0	100.1

*For 8.3 per cent of the low-wage registrants information was not available on either occupation or age.

Earnings on Last Job

The Canada Manpower registration form provided information on the wage rate or salary earned on the registrant's last job. A review of such data will give an indication of the earnings distribution of the low-wage registrants and may also determine if any demographic characteristics are especially important at very low-wage levels.

Prior to presentation of the data, some explanation of the tables is necessary. Not all registrants had a previous job and, as a result, the tabulations reflect only the experience of those who did. Information was collected on persons who were willing to work for $2.50 per hour or less or $100.00 per week or less, only if they had not earned in excess of these amounts since February 1, 1973. As a result, some of the low-wage earners recorded may have earned in excess of the earnings maximum prior to February 1, 1973 but have indicated a willingness to work in the earnings range required for classification as a low-wage registrant. Thus, the dates for which the last job earnings were recorded may not be entirely comparable.

The following tables are divided into two groups: those low-wage earners who reported an hourly wage rate on their last job and those low-wage earners who reported a weekly salary on their last job. In Tables 17 and 18, low-wage registrants are distributed by earnings on last job and by sex. In terms of hourly wage rates, the largest percentage of registrants (38.6 per cent) earned between $1.80 and $2.00 per hour on their last job. For those who were paid a salary on their last job, almost three-fifths (58.5 per cent) earned between $80.00 and $100.00 per week on their last job. Even for full-time employees it is difficult to convert weekly earnings into an hourly wage rate because of differences in hours of work per week.

Among low-wage registrants males tended to have higher rates of pay than females. For example, 34.5 per cent of the males earned between $2.26 and $2.50 per hour compared to only 16.3 per cent of the females. Similarly, 39.6 per cent of the males and 28.1 per cent of the females earned between $90.01 and $100.00 per week.

TABLE 17

Percentage Distribution of Low-Wage Registrants
By Sex and Hourly Wage Rate on Last Job, Ontario.*

Sex	Hourly Wage Rate					
	$1.80 or less	$1.81 -2.00	$2.01 -2.25	$2.26 -2.50	Greater Than $2.50	Total
Male	8.9	30.7	23.1	34.5	2.7	99.9
Female	17.2	42.6	22.7	16.3	1.1	99.9
TOTAL	14.4	38.6	22.8	22.4	1.6	99.8

*For 15.9 per cent of the low-wage registrants information was not available on either sex or earnings on last job.

TABLE 18

Percentage Distribution of Low-Wage Registrants
By Sex and Salary Per Week on Last Job, Ontario.*

Sex	Salary Per Week					
	$72.00 or less	$72.01 to $80.00	$80.01 to $90.00	$ 90.01 to $100.00	Greater Than $100.00	Total
Male	14.0	20.1	23.7	39.6	2.6	100.0
Female	18.9	22.4	28.7	28.1	1.9	100.0
TOTAL	17.6	21.8	27.4	31.1	2.1	100.0

*For 15.9 per cent of the low-wage registrants information was not available on either sex or earnings on last job.

The data on occupation of low-wage registrants have already been presented. Tables 19 and 20 show the distribution of low-wage registrants by occupation of last job and earnings. Service occupations had the highest percentage of employees who earned less than $1.80 - $2.00 range. At the opposite end of the wage scale, transportation equipment operating occupations and construction occupations

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TABLE 19

Percentage Distribution of Low-Wage Registrants
By Occupation and Hourly Wage Rate
Of Last Job, Ontario.*

Occupation	Hourly Wage Rate					
	Less than $1.80	$1.81 to $2.00	$2.01 to $2.25	$2.26 to $2.50	Greater than $2.50	Total
Professional and Managerial	15.8	33.6	26.1	23.7	0.8	100.0
Clerical and Related	14.1	37.7	23.9	21.4	2.9	100.0
Sales	18.1	48.5	19.3	13.4	0.7	100.0
Service	22.4	46.0	19.4	11.6	0.6	100.0
Primary Industry	14.1	36.6	15.7	32.2	1.3	99.9
Processing	16.8	37.3	24.9	19.9	1.1	100.0
Machining, Product Fabricating, Assembling and Repair	6.9	30.1	29.3	32.2	1.6	100.1
Construction	4.2	22.4	21.4	48.6	3.3	99.9
Transportation Equipment Operating	6.8	21.5	15.2	54.1	2.4	100.0
Material Handling and Related	8.7	33.5	28.4	26.7	2.7	100.0
Other Crafts and Equipment Operating	6.2	34.1	27.7	29.8	2.2	100.0
TOTAL	14.4	38.6	22.8	22.4	1.6	99.8

*For 20.4 per cent of the low-wage registrants information was not available on either earnings or occupation of last job.

TABLE 20

Percentage Distribution of Low-Wage Registrants
By Occupation and Salary Per Week
On Last Job, Ontario.*

Occupation	Salary Per Week					
	Less than $72.00	$72.00 to $80.00	$80.01 to $90.00	$90.01 to $100.00	Greater than $100.00	Total
Professional and Managerial	14.3	16.5	28.0	40.2	1.0	100.0
Clerical and Related	11.8	20.2	32.9	32.6	2.4	99.9
Sales	24.2	24.4	22.4	27.2	1.8	100.0
Service	34.4	22.4	18.6	22.7	1.9	100.0
Primary Industry	19.0	22.4	23.0	34.9	0.7	100.0
Processing	23.4	30.8	20.0	24.5	1.3	100.0
Machining, Product Fabricating, Assembling and Repair	17.0	24.7	28.2	29.2	0.9	100.0
Construction	13.2	11.2	25.3	48.4	1.9	100.0
Transportation Equipment Operating	19.2	11.1	29.0	36.2	4.5	100.0
Material Handling and Related	17.1	22.9	26.8	31.3	1.9	100.0
Other Crafts and Equipment Operating	9.8	56.5	13.1	16.9	3.7	100.0
TOTAL	17.6	21.8	27.4	31.1	2.1	100.0

*For 20.4 per cent of the low-wage registrants information was not available on earnings nor occupation of last job.

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had the highest percentage of low-wage earners in the $2.26 - $2.50 range.

In terms of salary per week, approximately the same results emerge. Service and sales employees were more heavily concentrated in the lowest-wage categories. However, material handling and related occupations and processing occupations also had large percentages of employees with low weekly salaries. Construction occupations and managerial and professional occupations had the highest percentages of employees in the $90.01 to $100.00 per week range.

Duration of Employment

From the Canada Manpower 701 E registration form, information was available on the dates of employment of the registrant's last job. Thus, it was possible to calculate the duration of employment in this job. The presentation of data on duration of employment, however, has two problems. First, approximately seven per cent of the low-wage registrants were employed at the time of the survey. For the purposes of data collection, the duration of employment for these persons ended on the date that the data was collected. As a result, the calculations of duration of employment will be an underestimate for this group of registrants. Second, previous jobs include summer, temporary, and seasonal employment (see Table 2). Almost by definition these jobs are short-term in nature and again will give a lower bias to the calculations. As a result, the tables presented in this section have to be qualified before they can be used as a data source for the duration of employment of low-wage earners.

In terms of duration of employment by sex, males tended to stay in their last job for shorter periods of time than females (see Table 21). Whereas 31.3 per cent of the females remained in their last job for over a year, this was true for only 20.0 per cent of the males. Part of the explanation for this variance may be that a greater percentage of males were young and single in comparison with the females.

TABLE 21

Percentage Distribution of Low-Wage Registrants By Sex and Duration of Employment in Last Job, Ontario.*

Sex	Duration of Employment			
	Less than 3 months	3-12 months	Greater than 12 months	Total
Male	36.5	43.5	20.0	100.0
Female	23.9	44.7	31.3	99.9
TOTAL	27.8	44.4	27.8	100.0

*For 9.0 per cent of the low-wage registrants information was either not available on sex or duration of employment, or this question was not applicable since the registrant did not report on a previous job.

As might be expected younger low-wage registrants had shorter durations of employment than older registrants. As shown in Table 22, 53.5 per cent of those registrants who were 55 years old or over were in their last job for longer than one year. However, only 10.6 per cent of those in the 13-19 age group were in their last job for longer than one year. Part of the explanation for these divergent results is that younger registrants held summer jobs which were of limited duration.

TABLE 22

Percentage Distribution of Low-Wage Registrants By Age and Duration of Employment in Last Job, Ontario.*

Age	Duration of Employment			
	Less than 3 months	3-12 months	Greater than 12 months	Total
13 - 19	46.2	43.2	10.6	100.0
20 - 24	25.4	49.6	25.0	100.0
25 - 34	20.7	49.1	30.2	100.0
35 - 44	17.8	42.1	40.1	100.0
45 - 54	15.3	37.6	47.1	100.0
55 and Over	13.0	33.5	53.5	100.0
TOTAL	27.8	44.4	27.8	100.0

*For 9.3 per cent of the low-wage registrants this information was either not available or not applicable.

Another variable relevant to discussion of duration of employment is marital status. The following table shows that married low-wage registrants were more likely to remain longer in their jobs than single registrants. For example, 37.9 per cent of the married registrants were in their last job for longer than a year compared to only 16.6 per cent of the single registrants. The predominance of females among the married registrants is likely a major factor in these results. Apart from the fact that married registrants have more responsibilities and, as a result, more job stability, married females are less likely to be mobile than married males.

TABLE 23

Percentage Distribution of Low-Wage Registrants By Marital Status and Duration of Employment in Last Job, Ontario.*

Marital Status	Duration of Employment			
	Less than 3 months	3-12 months	Greater than 12 months	Total
Single	37.9	45.5	16.6	100.0
Married	18.5	43.6	37.9	100.0
Other	23.5	41.8	34.7	100.0
TOTAL	27.8	44.4	27.8	100.0

*For 9.5 per cent of the low-wage registrants this information was either not available or not applicable.

As mentioned, the above data on duration of employment includes persons with summer employment and temporary employment. Isolation of those who were employed as full-time non-students in their last job may give some indication as to the stability of low-wage employment. However, even concentrating on full-time employment does not eliminate those who were employed on a seasonal or temporary basis.

Overall, those who worked full-time on their last job represent 76.1 per cent of the total low-wage registrants and 80.2 per cent of those who had a previous job. For the full-time non-student job holders, the duration of employment in the last job is distributed as follows:

Duration of Last Job	Percentage of Full-Time Workers
Less than 3 months	25.1
3 - 12 months	45.2
Greater than 12 months	29.7
TOTAL	100.0

Even among full-time workers the job duration is low as over seventy per cent of the registrants were employed in their last job for less than one year. The high percentage of youth and unattached individuals among low-wage registrants may account for these results.

Type of Work Desired

To provide additional evidence on the labour force attachment of low-wage earners, information was gathered on the type of work desired by low-wage registrants. This information was collected from questions 21A and 21C on the Canada Manpower 701 E registration form. The first question asks whether the registrant is seeking permanent, temporary, or casual employment. Over 85 per cent of the low-wage registrants indicated that they were seeking permanent employment and another 6.6 per cent indicated a desire for any type of employment.

Question 21C asked whether the registrant was seeking full-time or part-time employment. Over 83 per cent of the registrants indicated a desire for full-time employment and another 7.0 per cent indicated that they would accept either type of employment. Table 24 shows that there was very little difference on the basis of sex in relation to type of work desired.

TABLE 24

Percentage Distribution of Low-Wage Registrants By Sex and Type of Work Desired, Ontario.*

Sex	Type of Work Desired			
	Full-Time	Part-Time	Either	Total
Male	84.2	9.1	6.7	100.0
Female	82.7	10.0	7.3	100.0
TOTAL	83.4	9.5	7.0	99.9

* For 4.0 per cent of the low-wage registrants information was not available on either sex or type of work desired.

Wage Required

Registrants for employment at Canada Manpower Centres are requested to indicate on the 701 E registration form the minimum wage or salary at which they will accept employment. Quite often the rate given is close to or above that received in their last job.

Only about half of the low-wage registrants indicated an hourly wage rate in response to this question. In Table 25, these low-wage registrants are distributed by wage required per hour and sex.

TABLE 25

Percentage Distribution of Low-Wage Registrants By Wage Required Per Hour and Sex, Ontario.*

Wage Required Per Hour	Sex		
	Male	Female	Total
$1.80 or less	12.1	25.0	20.4
$1.81 - $2.00	28.6	42.9	37.9
$2.01 - $2.25	10.7	13.0	12.2
$2.26 - $2.50	34.5	16.6	23.0
Greater Than $2.50	14.1	2.4	6.5
TOTAL	100.0	99.9	100.0

*For 50.0 per cent of the low-wage registrants information was not available on either sex or wage required.

As shown in Table 25, males tend to seek a higher wage than females. For example, 34.5 per cent of the males indicated a required wage of $2.26 to $2.50 per hour compared to 16.6 per cent of the females. This may reflect the fact that females are more likely to be found in low-paying occupations and may be accustomed to having to accept a lower wage rate per hour.

Region

The distribution of low-wage registrants by region is given in Table 26.

TABLE 26

Percentage Distribution of Low-Wage Registrants By Sex and Region, Ontario.

Sex	Region					
	Eastern	Central	Mid-Western	Western	Northern	Total
Male	22.7	26.8	11.1	21.5	17.9	100.0
Female	13.8	26.0	19.4	22.8	18.0	100.0
TOTAL	16.6	26.2	16.8	22.4	18.0	100.0

The largest proportion of low-wage earners are in the Central region. In terms of sex differentials, the Eastern region has a disproportionately high percentage of males and the Mid-Western region has a disproportionately high percentage of females.

Of interest, is the geographic distribution of low-wage earners by citizenship status. As shown in Table 27, the Central region which includes Metropolitan Toronto had a disproportionately high percentage of non-Canadians. On the other hand, the proportions in the Northern and Eastern regions were significantly low.

TABLE 27

Percentage Distribution of Non-Canadian Low-Wage Registrants By Region, Ontario.

Region	Percentage of Non-Canadian Low-Wage Registrants
Eastern	4.2
Central	59.6
Mid-Western	18.0
Western	15.1
Northern	3.1
TOTAL	100.0

SUMMARY

The survey of low-wage registrants at Canada Manpower Centres in Ontario identified two main personal characteristics. First, a clear majority of the registrants were female, and second, the majority of registrants were under 25 years of age. These characteristics had a major influence on the data relating to marital status and number of dependents. The large proportion of young persons among the low-wage registrants explains the fact that almost one-half of the registrants were single. The combination of the age and sex variables accounts, to a large extent, for the fact that 69.3 per cent of the married registrants reported no dependents.

In terms of labour force characteristics, more low-wage registrants were employed in clerical and related occupations than in any other. Service and sales occupations also reported significant numbers of low-wage earners. All of these occupational categories had a significant proportion of the female registrants. In fact, the clerical and service occupations accounted for the majority of females.

Another labour market variable of major interest was duration of employment. Over seventy per cent of the low-wage registrants were employed in their last job for one year or less. Although the data relating to this variable has to be refined further according to the type of employment, it presents itself as a subject area marked for further research.

The objective of this report was to discuss the survey of low-wage earners and to present the major findings. No attempt has been made to relate the results to the policy matters mentioned in the introduction. The relevance of the results for minimum wage and social security policy will be brought out in a later report.

APPENDIX A

REGIONS

Region	Counties and Districts
Eastern	Prescott; Glengarry; Stormont; Russell; Dundas; Carleton; Grenville; Leeds; Lanark; Renfrew; Frontenac; Lennox and Addington; Hastings; Haliburton; Peterborough; Northumberland; Prince Edward; Durham; and Victoria.
Central	Halton; Ontario; York; and Peel.
Mid-Western	Huron; Perth; Wellington; Waterloo; Wentworth; Brant; Lincoln; Welland; and Haldimand.
Western	Essex; Kent; Lambton; Middlesex; Elgin; Oxford; and Norfolk.
Northern	Bruce; Grey; Dufferin; Simcoe; Muskoka; Parry Sound; Nipissing; Sudbury; Algoma; Manitoulin; Timiskaming; Cochrane; Thunder Bay; Rainy River; and Kenora.

APPENDIX B

CANADA MANPOWER CENTRES
INCLUDED IN THE SURVEY

Region	Centre	Size Category
Eastern	Ottawa	3
	Lindsay	2
	Cobourg	2
	Cornwall	2
	Picton	1
	Arnprior	1
	Napanee	1
Central	Toronto:	
	Commercial and Professional	3
	Industry and Trades	3
	Scarborough	3
	Etobicoke	3
	North York	3
	York	3
	Western	3
	Oshawa	3
	Brampton	2
Mid-Western	Kitchener	3
	Hamilton	3
	St. Catherines	3
	Cambridge	2
	Niagara Falls	2
	Stratford	1
Western	London	3
	Windsor	3
	Sarnia	2
	Woodstock	1
Northern	Thunder Bay	
	Port Arthur	(3
	Fort William	(
	Sudbury	3
	Timmins	2
	Barrie	2
	Owen Sound	2
	Sturgeon Falls	2
	Elliot Lake	1
	Parry Sound	1

01. SOCIAL INSURANCE NO.

02. SURNAME

03. INITIALS

04. DOCUMENT SERIAL NO. G13760658

05. TITLE 1 ☐ MR. 2 ☐ MRS. 3 ☐ MISS.

06. GIVEN NAME USED

07. DATE OF BIRTH DAY MTH. YR.

08. HOME ADDRESS (NO. AND STREET)

09. RES. CODE

10. MARITAL STATUS 1 ☐ SINGLE 2 ☐ MARRIED 3 ☐ OTHER

11. (CITY OR TOWN)

12. NO. OF DEPENDENTS

13. WEIGHT IN LBS.

14. HEIGHT FT. IN.

15. PROVINCE

16. POSTAL CODE

17. TELEPHONE NO.

18. OTHER PHONE NO.

19. IN WHAT ZONE(S) OF THIS AREA ARE YOU PREPARED TO WORK (SEE MAP)

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐ H ☐ K ☐

20. IF YOU WILL MOVE TO GET A JOB WHERE WILL YOU MOVE TO

M ☐ ATLANTIC PROVINCES P ☐ QUÉBEC R ☐ ONTARIO S ☐ PRAIRIES N.W.T. T ☐ B.C. YUKON X ☐ OTHER

WORK DESIRED

21A. (CHECK ONE BOX ONLY) 1 ☐ PERMANENT 2 ☐ TEMPORARY 3 ☐ CASUAL 4 ☐ ANY

21B. (CHECK ONE BOX ONLY) 1 ☐ DAYS ONLY 2 ☐ EVENINGS ONLY 3 ☐ NIGHTS ONLY 4 ☐ ANY TIME

21C. (CHECK ONE BOX ONLY) 1 ☐ FULL TIME 2 ☐ PART-TIME 3 ☐ EITHER

21D. EXPLANATION (IF NECESSARY)

22A. DESCRIBE ANY DISABILITY THAT MAY AFFECT YOUR EMPLOYMENT

22B. DIS. CODE

23A. DO YOU QUALIFY FOR VETERANS' PREFERENCE 1 ☐ YES 2 ☐ NO

23B. IF YES, ARE YOU RECEIVING VETERANS DISABILITY PENSION 1 ☐ YES 2 ☐ NO

24. IF YOU ARE NOT A CANADIAN CITIZEN IN WHAT YEAR DID YOU ENTER CANADA 19

IF REQUIRED FOR WORK DO YOU HAVE

25A. AUTOMOBILE 1 ☐ YES 2 ☐ NO

25B. TOOLS 1 ☐ YES 2 ☐ NO

25C. SAFETY EQUIPMENT 1 ☐ YES 2 ☐ NO

25D. DRIVER'S LICENCE 1 ☐ NONE 2 ☐ OPERATOR 3 ☐ CHAUFFEUR 4 ☐ OTHER (SPECIFY)

26A. WAGE REQUIRED $ PER

26B. CODE

27A. LANGUAGES ENGLISH ☐ SPEAK ☐ WRITE FRENCH ☐ SPEAK ☐ WRITE OTHER (SPECIFY) ☐ SPEAK ☐ WRITE

27B. S. W.

28A. CAN YOU START WORK IMMEDIATELY ☐ YES ☐ NO

28B. IF NOT, WHEN

28C. CD

28D. DATE AVAILABLE DAY MTH. YR.

29A. EDUC. PREP.

29B. EDUC. FUT.

29. EDUCATION	C. HIGHEST GRADE COMPLETED	D. YEAR IN WHICH COMPLETED	E. PROVINCE OR COUNTRY	F. LICENCE DIPLOMA CERTIFICATE DEGREE, ETC.	G. AREA OF SPECIALIZATION	H. ADDITIONAL DETAILS
J. ACADEMIC						
K. TRADES TECHNICAL						
L. COMMERCIAL						
M. TECHNOLOGICAL						
N. COLLEGE / UNIVERSITY						
P. OTHER						

30. WHAT JOB(S) ARE YOU LOOKING FOR (IN ORDER OF PREFERENCE)

34

FOR THOSE INTERESTED IN FEDERAL PUBLIC SERVICE EMPLOYMENT

31A. WANT JOB WITH 1 ☐ FED. PUB. SERV. ONLY 2 ☐ FED. PUB. SERVICE OR OTHER EMPLOYER

31B. CANADIAN CITIZEN 1 ☐ YES 2 ☐ NO

31C. WANT EXAMINATION IN 1 ☐ ENGLISH 2 ☐ FRENCH

32. ARE YOU EMPLOYED 1 ☐ YES 2 ☐ NO

33. SEEKING WORK SINCE DAY MTH. YR.

34. IF MEMBER OF PROFESSIONAL ASSOCIATION OR UNION GIVE NAME

35A. PRIME OCCUPATION CODE B. P.S. C. EX. 36. CAT.

T. TITLE

W. NOTES

35. IND EXP. D. G. K. N.

37. U.I.C. 1 ☐ YES 2 ☐ NO

38. O.A. 1 ☐ YES 2 ☐ NO

39. PRT.

40. CMC RESP.

41. C.D.

42. ACTION DATE DAY MTH. YR.

43. H.O.

44. REG.

45. CMC

46. UNIT

47. P. Q. A. C. E. G. J. L.

48. C.D.	ACTION DATE	CD	ACTION DATE	CD	ACTION DATE

49. ACT. A. D. G. K.

50. MUST CHECK 1 ☐

51. CMTP A. B.

52. CMMP A. B.

53. CMC PREP

54. UNIT

55A. ALTERNATIVE OCCUPATION CODE B. P.S. C. EX. 2

T. TITLE

W. NOTES

56. E/T D. G. K. N.

56A. ALTERNATIVE OCCUPATION CODE B. P.S. C. EX. 3

T. TITLE

W. NOTES

56. CRE D. G. K. N.

57A. ALTERNATIVE OCCUPATION CODE B. P.S. C. EX. 4

T. TITLE

W. NOTES

57. ACT. D. E/T G. CRE S. C. L. M. N. P. R. S.

WORK HISTORY STARTING WITH YOUR MOST RECENT JOB

	58A.	59A.	60A.
JOB TITLE			
WORK PERFORMED	B.	B.	B.
NAME OF EMPLOYER	C.	C.	C.
LOCATION	D.	D.	D.
TYPE OF BUSINESS	E.	E.	E.
FINAL SALARY	F. $ PER	F. $ PER	F. $ PER

23A. DO YOU QUALIFY FOR VETERANS PREFERENCE 1 ☐ YES 2 ☐ NO

23B. IF YES, ARE YOU RECEIVING VETERANS DISABILITY PENSION 1 ☐ YES 2 ☐ NO

24. IF YOU ARE NOT A CANADIAN CITIZEN IN WHAT YEAR DID YOU ENTER CANADA 19

IF REQUIRED FOR WORK DO YOU HAVE

25A. AUTOMOBILE 1 ☐ YES 2 ☐ NO

25B. TOOLS 1 ☐ YES 2 ☐ NO

25C. SAFETY EQUIPMENT 1 ☐ YES 2 ☐ NO

25D. DRIVER'S LICENCE 1 ☐ NONE 2 ☐ OPERATOR 3 ☐ CHAUFFEUR 4 ☐ OTHER (SPECIFY)

26A. WAGE REQUIRED $ PER

26B. CODE

27A. LANGUAGES — ENGLISH ☐ SPEAK ☐ WRITE — FRENCH ☐ SPEAK ☐ WRITE — OTHER (SPECIFY) ☐ SPEAK ☐ WRITE

27B. S. W

28A. CAN YOU START WORK IMMEDIATELY ☐ YES ☐ NO

28B. IF NOT, WHEN

28C. CD.

28D. DATE AVAILABLE DAY MTH YR

29A. FDUC PREP.

29B. EDUC PUT

29. EDUCATION	C. HIGHEST GRADE COMPLETED	D. YEAR IN WHICH COMPLETED	E. PROVINCE OR COUNTRY	F. LICENCE DIPLOMA CERTIFICATE DEGREE, ETC	G. AREA OF SPECIALIZATION	H. ADDITIONAL DETAILS
J. ACADEMIC						
K. TRADES TECHNICAL						
L. COMMERCIAL						
M. TECHNOLOGICAL						
N. COLLEGE / UNIVERSITY						
P. OTHER						

30. WHAT JOB(S) ARE YOU LOOKING FOR (IN ORDER OF PREFERENCE)

34

FOR THOSE INTERESTED IN FEDERAL PUBLIC SERVICE EMPLOYMENT

31A. WANT JOB WITH 1 ☐ FED. PUB. SERV. ONLY 2 ☐ FED. PUB. SERVICE OR OTHER EMPLOYER

31B. CANADIAN CITIZEN 1 ☐ YES 2 ☐ NO

31C. WANT EXAMINATION IN 1 ☐ ENGLISH 2 ☐ FRENCH

32. ARE YOU EMPLOYED 1 ☐ YES 2 ☐ NO

33. SEEKING WORK SINCE DAY MTH YR

34. IF MEMBER OF PROFESSIONAL ASSOCIATION OR UNION GIVE NAME

49. ACT. A D G K

50. MUST CHECK 1 ☐

51. CMTP A B

52. CMMP A B

53. CMC PREP.

54. UNIT

55A. ALTERNATIVE OCCUPATION CODE — B. P.S. — C. EX. — 2

T. TITLE

W. NOTES

55. E/T D G K N

56A. ALTERNATIVE OCCUPATION CODE — B. P.S. — C. EX. — 3

T. TITLE

W. NOTES

56. CRE D G K N

57A. ALTERNATIVE OCCUPATION CODE — B. P.S. — C. EX. — 4

T. TITLE

W. NOTES

57. ACT. D G — E/T CRE — S. C. L M N P R S

WORK HISTORY STARTING WITH YOUR MOST RECENT JOB

	58A.	59A.	60A.
JOB TITLE			
WORK PERFORMED	B.	B.	B.
NAME OF EMPLOYER	C.	C.	C.
LOCATION	D.	D.	D.
TYPE OF BUSINESS	E.	E.	E.
FINAL SALARY	F. $ PER	F. $ PER	F. $ PER
DATES EMPLOYED	G. FROM MONTH YEAR TO MONTH YEAR	G. FROM MONTH YEAR TO MONTH YEAR	G. FROM MONTH YEAR TO MONTH YEAR
REASON FOR LEAVING	H.	H.	H.
NAME OF EMPLOYER	J.	J.	J.
LOCATION	K.	K.	K.
TYPE OF BUSINESS	L.	L.	L.
FINAL SALARY	M. $ PER	M. $ PER	M. $ PER
DATES EMPLOYED	N. FROM MONTH YEAR TO MONTH YEAR	N. FROM MONTH YEAR TO MONTH YEAR	N. FROM MONTH YEAR TO MONTH YEAR
REASON FOR LEAVING	P.	P.	P.

DATE SIGNED

SIGNATURE OF CLIENT

Manpower and Immigration Main-d'œuvre et Immigration

MAN 701E-S (10-72)

MASTER REGISTRATION

35

ÉGALEMENT DISPONIBLE EN FRANCAIS (FORMULAIRE MAN 701 F-S)

61A TESTED ☐ YES ☐ NO	B IF YES WHERE	C WHEN	62 OTHER FILE ☐ YES
	42		

63 CLIENT SERVICE RECORD

DATE	PURPOSE	INIT	RESULT	DATE	PURPOSE	INIT	RESULT

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64 REFERRAL TO EMPLOYMENT

DATE	ORDER NO	REFERRED TO	OCCUPATION	RATE	REFERRED BY INIT	REFERRED BY CMC	RESULT	DATE

65 GENERAL COMMENTS

A IDENTIFICATION OF EMPLOYMENT BARRIER	DATE	INIT

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B VOCATIONAL DEVELOPMENT PLAN	DATE	INIT

C DATA RELATED TO THE PLAN	DATE	INIT

D RESULTS	DATE	INIT

E DATE	NOTES	INIT

65

GENERAL COMMENTS

A IDENTIFICATION OF EMPLOYMENT BARRIER — DATE — INIT

B VOCATIONAL DEVELOPMENT PLAN — DATE — INIT

C DATA RELATED TO THE PLAN — DATE — INIT

D RESULTS — DATE — INIT

E DATE	NOTES	INIT

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